



Hendry County Sheriff's Office

General Order 9.5

TITLE: Drug/Alcohol Testing	SHERIFF'S APPROVAL: Digital
ORIGINATION DATE: July 20, 2018	REVISION DATE: May 16, 2019
RELATED REFERENCES: §440.101 F.S., <i>Code of Federal Regulations (CFR) Part 40</i>	
CFA:	
REVIEW FREQUENCY: 3 YEARS	DATE OF NEXT REVIEW: May 16, 2022

I. PURPOSE: To provide members with the policy and procedure for the agency's drug/alcohol testing requirements.

II. SCOPE: This order shall apply to all sheriff's office members.

III. POLICY: The Sheriff's Office shall expressly prohibit the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance by any employee while on or off duty. Fair and reasonable drug testing methods will be used to enforce this policy, including applicant testing, post-accident testing, reasonable suspicion testing, return to duty testing, random testing, annual testing of employees assigned to certain units/assignments, or follow-up testing. All employees shall be subject to post-accident, reasonable suspicion, return to duty, random and follow-up testing. This Policy also applies to off-site lunch periods or breaks when an employee is scheduled to return to work. Violations of this policy will result in disciplinary action, up to and including termination. In situations in which drugs/alcohol contribute to on-duty injuries, workers' compensation benefits may be reduced or forfeited.

IV. PROCEDURE:

A. General Guidelines

1. As a condition of employment, employees must abide by this policy and must notify the Sheriff's Office of any criminal drug statute arrest or conviction no later than 24 hours after such arrest or conviction.
2. Applicants and employees will be tested for illegal drug use as provided below. Testing may be performed without advance notice. When notified that testing is required, an applicant or employee must appear as directed.
3. Drug testing is designed to detect the following list of drugs:
 - a. Amphetamines (includes methamphetamines)
 - b. Barbiturates

- c. Benzodiazepines
 - d. Cocaine metabolites
 - e. Marijuana metabolites
 - f. Methadone
 - g. Methaqualone – Quaaludes
 - h. Opiates (with extended opiates including an oxycontin panel), Morphine, Codeine
 - i. Phencyclidine – PCP
 - j. Propoxyphene
4. The Sheriff's Office will pay the cost of all drug tests, initial and confirmation, which it requires of applicants or employees. The applicant or employee will pay the cost of any additional testing required by the Sheriff's Office.
 5. Within five working days after receipt of a positive confirmed test result from the test laboratory, Human Resources or Professional Standard Unit supervisor will notify a applicant or employee in writing of the positive test. Upon request, the applicant or employee will be furnished a copy of the test result.
 6. An applicant or employee who receives a positive confirmed test result may contest or explain the result in writing to Human Resources within seven working days after receipt of written notification of the test result. If the explanation or challenge is unsatisfactory, written reasons as to why it is unsatisfactory will be provided to the applicant or employee, along with the report of the positive test.
 7. Employees and applicants are afforded a right by law to consult the testing laboratory for technical information regarding prescription and non-prescription medication.
 8. Employees refusing to submit to drug testing or repeatedly avoiding or missing drug testing appointments will be subject to disciplinary action, including termination.
 9. Employees receiving positive confirmed drug test results are subject to disciplinary action, including termination.

B. Confidentiality

1. All information from an employee's alcohol or other drug test is confidential and only Human Resources is to be informed of test results. In the case of an employee, when test results warrant pre-disciplinary and/or termination proceedings, the test results will be provided to the Sheriff, the Chief Deputy, Professional Standard, and the employee's command-level supervisor.
2. All records relating to the taking of, or the order to take, an alcohol or other drug test shall be deemed confidential unless written authorization has been obtained from the employee or the records become the subject of an administrative or judicial proceeding. All records relating to the taking or ordering of an alcohol or other drug test and the final test results

shall be kept by the Human Resources Unit in a separate secured medical file. Negative test results are to be kept for one year and positive test results are to be kept for five years, or in accordance with the most current federal rules, regulations and guidelines.

3. HCSO maintains the confidentiality of drug test documentation and results pursuant to applicable law. Such information can be released only by written consent, by order of a hearing officer or court of competent jurisdiction, regarding defense of a workers' compensation or related claim, or as deemed appropriate by a professional or occupational licensing board in a related disciplinary proceeding.
4. All such material will be maintained for a minimum of one year and is available to the affected applicants and employees upon request.

C. Prohibited Conduct

1. The unlawful manufacture, distribution, dispensation, possession, or use of alcohol, drugs, controlled, and illegal substances on Hendry County premises or while conducting HCSO business off Hendry County premises is absolutely prohibited.
2. Any employee reasonably suspected to be under the influence of alcohol or other drugs shall be prevented from engaging in further work of any sort and will have given the HCSO cause to subject them to immediate testing.
3. HCSO employees must NOT consume alcohol while on duty, OR six hours before performing a safety sensitive function and up to eight hours following an accident or until the employee undergoes a post-accident test, whichever occurs first. Alcohol testing shall be conducted by an Evidentiary Breath Testing Device or in the case of post-accident testing and directed by the Sheriff, a blood test.
4. All employees will be subject to urine drug, blood alcohol/drug and breath alcohol testing. Any employee who refuses to comply with a request for drug or alcohol testing, who provides false information in connection with a test, or who attempts to falsify test results through tampering, contamination, adulteration, or substitution shall be subject to disciplinary action, up to and including termination for insubordination. Failure to provide an adequate breath or urine sample for testing within a reasonable time (consistent with the most current federal rules, regulations, and guidelines) without a valid medical explanation from a doctor shall constitute refusal to submit.
5. All employees are encouraged to make use of the available resources for treatment for substance abuse problems. Under certain circumstances an employee may be required to undergo treatment for substance abuse. Any employee who refuses or fails to comply with HCSO requirements for treatment, after care, return-to-duty, or follow-up testing shall be subject to disciplinary action, up to and including termination.
6. All employees must, as a condition of employment, abide by the terms of this Procedure and must report any arrest made under a criminal drug and/or DUI statute to their immediate supervisor within 24 hours of arrest, or as soon as practical. A report of conviction must be made to Human Resources within five days of the conviction. Failure to comply will result in disciplinary action, up to and including termination.

D. Drug Testing Procedures

1. All drug testing of employees and applicants shall be conducted at laboratories certified by

the Department of Health and Human Services (DHHS) and the Substance Abuse Mental Health Services Administration (SAMHSA) and approved by the Agency for Health Care Administration. Only collection sites approved by the HCSO will be used for obtaining specimens for drug testing.

2. Upon random selection of an employee's social security number, Human Resources will call the employee's command-level supervisor making notification that the employee was selected for a random drug and/or alcohol test. The employee's command-level supervisor will be told at that time whether the employee is to go for a urine drug test and a breath alcohol test or just a urine drug test.
3. Human Resources or designee sends a Random Drug Screening Notification to the randomly selected employee's command-level supervisor. Upon receipt of the testing packet by the employee's command-level supervisor, the employee is to be notified immediately of their random selection for drug and/or alcohol testing. This notification must be done confidentially and in person. Once the employee has been notified of the required testing, the command-level supervisor must fill out the appropriate authorization forms and the employee MUST sign the HCSO Random Drug and/or Alcohol Testing Notification Form. This form MUST be signed by the employee regardless of whether he/she agrees to drug and/or alcohol testing or not. If the employee refuses to take a drug and/or alcohol test, the employee must sign the appropriate section on the consent form indicating their refusal to take the test. It is important that the command-level supervisor inform the employee at this time that refusal to take the test and/or sign the form constitutes insubordination and may result in disciplinary action, up to and including termination. If the employee refuses to take the test, it is treated as a positive result and handled accordingly.
4. Positive test results showing a prohibited drug or drug metabolite shall be reported as negative where the Medical Review Officer (MRO) determines there is a legitimate medical explanation for the result.
5. When confirmed positive tests are reported from the laboratory, it is the responsibility of the MRO to:
 - a. Review the employee's medical history, including any medical records and biomedical information provided.
 - b. Afford the employee an opportunity to discuss the test results with the MRO.
 - c. Determine whether there is a legitimate medical explanation for the result, including legally prescribed medication. The employee must furnish a medical statement from a physician specifying the drug being taken or physical proof of the prescription.
6. An MRO may request the laboratory to analyze the original specimen again in order to verify the accuracy of the test result reported.
7. In any case, the MRO shall not convey the test results to the HCSO until the MRO has made a definite decision that the test result was positive or negative.
8. One split specimen shall be collected sufficient for two drug tests as determined by the Agency for Health Care Administration and Substance Abuse Mental Health Services Administration. Procedure:
 - a. Initial drug test: if negative, reported negative. If positive, a confirmation test shall be conducted.

- b. Confirmation test: if negative, reported negative. If positive, reported positive.
 - c. Standard for drug testing: When drug screening is required, the most current established SAMHSA standard shall be used to determine what levels of detected substances shall be considered positive.
9. An MRO must be provided by the drug and alcohol testing services contractor, or the HCSO must contract with an MRO for the purpose of interpreting lab results.
10. The MRO must be a qualified and licensed physician with knowledge of substance abuse issues. The role of the MRO is to review and interpret confirmed positive test results and rule out other medical explanations for positive results. Positive test results showing a prohibited drug or drug metabolite shall be reported as negative where the MRO determines there is a legitimate medical explanation for the results.
11. Results must be interpreted and signed by the MRO before notification to the Human Resources Director. Results of a urine drug test will be interpreted by the MRO and reported as follows:
- a. Negative results: If the results of the drug test administered are reported as negative by the MRO, no further action is required.
 - b. When an employee is contacted by the MRO to provide a prescription or medical explanation, the employee shall provide a copy of the prescription or medical explanation to Human Resources immediately.
 - c. Positive results: If the results of the test administered are positive, appropriate disciplinary action shall be imposed after the following procedure has been followed:
 - (1) Within 72 hours of notification of the positive result, if the employee disputes the test results, the employee may request that the second urine sample from the original split sample be sent to another certified lab by the MRO for testing at the employee's expense. If the results of the test are negative, the employee will be returned to their regular duty assignment and reimbursed for the employee's actual costs to have the second urine sample tested.
 - (2) Upon notification of a positive result, Human Resources will contact the employee and make notification of the positive test result.
 - d. Abnormal results/Adulterated specimens: A specimen is considered to be adulterated if:
 - (1) The nitrate concentration is equal to or greater than 500 mcg/ml; or
 - (2) If the pH is less than or equal to 3 or greater than or equal to 11; or
 - (3) If a foreign substance is present; or
 - (4) A substance normally found in urine is present in a concentration greater than normal physiological concentration.
 - (5) If a test result is reported adulterated, this constitutes a refusal to submit and the employee will be subject to disciplinary action, up to and including termination. When evidence of adulteration is reported and the presence of a drug or drug

metabolite is confirmed, the MRO is not to report the presence of the drug, only that the specimen is adulterated. Under these circumstances, the employee is NOT PERMITTED to have the second urine sample from the original split specimen retested.

- e. Substituted specimens: A specimen is considered to be substituted if the creatinine level is less than or equal to 5 mg/dL and has a specific gravity less than or equal to 1.001 or greater than or equal to 1.020 (such specimens do not exhibit clinical signs or characteristics associated with normal human urine).
 - (1) If a test result is reported as substituted, this constitutes a refusal to submit and the employee will be subject to disciplinary action, up to and including termination. Under these circumstances, the employee is NOT PERMITTED to have the second urine sample from the original split specimen retested.
- f. Diluted specimens: A specimen is considered to be diluted if it has a creatinine level less than 20 mg/dL but greater than 5 mg/dL and a specific gravity less than 1.003 but greater than 1.001. If this result is reported by the MRO, HCSO requires that another specimen be collected either first thing the following morning or under direct observation by a same gender collector.
- g. Dilute Negative tests – If the MRO informs HCSO that a negative drug test was dilute, HCSO will require the employee to retake the test. The re-collection must not be collected under direct observation unless there is another basis for use of direct observation. This requirement covers all pre-employment, reasonable suspicions, post-accident, random, return-to-duty and follow-up testing.
- h. Failure to provide an adequate sample: Under a split specimen collection process, a specific volume of urine is required to complete the testing process. If an employee fails to provide an adequate volume of sample, the following needs to occur at the collection site:
 - (1) The collector will instruct the employee to drink fluids up to, but no more than forty (40) fluid ounces within three (3) hours. The employee is required to remain at the collection site and must be under direct observation of a collection site representative or a HCSO Command Staff member at all times.
 - (2) After a three (3) hour time period, or any time during that period, the employee may again attempt to provide a sufficient quantity of urine. If the employee is still unable to provide the required volume, the collection site will contact the Human Resources Director and notify him of the employee's inability to produce an adequate amount of urine.
 - (3) If the employee claims that the inability to produce an adequate sample is due to a medical condition, he/she must produce medical evidence to support this or submit to a medical examination by a HCSO approved physician.
 - (4) If there is no medical evidence to support the employee's failure to produce an adequate sample, the result is treated as a refusal to submit and the employee will be subject to disciplinary action, up to and including termination.
 - (5) If the employee leaves the collection site prior to producing an adequate sample AND without permission from Human Resource, it is treated as a refusal to submit and the employee will be subject to disciplinary action, up to and including termination.

12. Only collection sites approved by HCSO will be used for obtaining specimens for alcohol testing. The breath specimen must be collected through the use of an evidence breath-testing device that is approved by the Florida Department of Law Enforcement (FDLE). The test must be performed by a Breath Test Operator (BTO) who is trained and proficient in the operation of the Breath Testing Device. The BTO must have successfully completed an FDLE approved course of instruction that provides training in the principles, methodology, operation and calibration of the breath-testing device. Tests are to be conducted at a site that provides privacy to the individual being tested.
13. The employee will be determined to have refused to take a drug and alcohol test if the employee: (1) fails to appear for any test within two hours of notification, or as determined by HCSO; (2) fails to undergo a medical examination or re-evaluation, as directed by the MRO as part of the verification process; (3) in a case of a directly observed or monitored collection in a drug test, fails to permit the observation or monitoring of the employee's provision of a specimen; (4) fails or declines a second test the agency or collector has directed the employee to take; or (5) fails to sign the required documentation/forms.

E. Types of Testing

1. **Return to Duty Testing:** when an employee has not performed a safety-sensitive function for 90 consecutive calendar days, regardless of the reason, HCSO shall ensure that the employee takes a return-to-duty drug test prior to a return to duty.
2. **Reasonable Suspicion Testing:** this type of testing means that there is a belief that an employee is using or has used drugs or alcohol in violation of this Policy/Procedure based upon specific objective and articulable facts and reasonable inferences drawn from those facts in light of experience. Reasonable suspicion drug testing shall not be required except upon the recommendation of the command-level supervisor of the employee in question. Among other things, such facts and inferences may be based upon:
 - a. Observable phenomena while at work, such as direct observation of drug or alcohol use or of the physical symptoms of manifestations of being under the influence of drugs or alcohol.
 - b. Abnormal conduct or erratic behavior while at work or a significant deterioration in work performance.
 - c. A report of drug or alcohol use, provided by a reliable and credible source, which has been independently corroborated.
 - d. Evidence that an individual has tampered with a drug or alcohol test during employment with HCSO.
 - e. Information that an employee has caused, or contributed to, an accident while at work.
 - f. Evidence that an employee has used, possessed, sold, solicited, or transferred drugs or alcohol while working or while on a Hendry County premises or while operating HCSO vehicles or equipment.
 - g. One or more agency employees have observed symptoms of drug use and alcohol misuse must be able to articulate and substantiate physical, behavioral and performance indicators

- of probable drug use or alcohol misuse by observing the appearance, behavior, speech or body odors of the employee.
3. Post-Accident Testing: employees shall be subject to breath alcohol and/or urine drug and/or blood alcohol/drug testing if they are involved in a duty related incident that results in a fatality (such as but not restricted to a traffic accident, in custody death or use of deadly force), OR injuries requiring medical attention where the individual receiving medical attention is admitted to a medical service facility.
 - a. If the incident results in a fatality, the agency shall conduct drug and alcohol tests on all surviving employees who were involved with the incident, and whose performance could have contributed to the incident, as determined by HCSO.
 - b. Post-accident drug and alcohol tests must be performed as soon as possible. Drug urine or drug blood tests must be performed within 32 hours following an incident. Breath or Blood Alcohol tests must be performed within three hours following an incident. Blood testing may only be conducted pursuant to this Policy/Procedures and at the direction of the Sheriff. Blood tests can only be taken at facilities approved by HCSO, and can be taken by treating physicians at medical service facilities if approved by HCSO. The requirement of post-accident testing should in no way interfere with necessary medical attention or an ongoing criminal investigation. An employee who is subjected to post-accident testing who fails to remain readily available for such testing, including notifying HCSO of their location if they leave the scene of the accident prior to the submission to such test, shall be deemed by HCSO to have refused to submit to testing.
 4. Random Testing: Employees will be subjected to random, unannounced urine drug and breath alcohol testing. An employee may be randomly tested for prohibited drug use anytime. Random tests will be spread reasonably throughout the year. Employees will be subject to random unannounced drug and alcohol testing. The Hendry County Sheriff's Human Resources Unit will maintain a computer-based scientifically valid random number selection method. The random pool is comprised of all members of the agency. Up to ten employees of the random pool will be subjected to monthly random drug and alcohol testing. Once the employee has been notified that they have been selected for random testing, they should report to the testing site as directed. Employees shall be informed of their right to discuss the testing. Employees who are assigned to the Criminal Investigations Unit, Narcotics Unit and/or Task Force, K-9 Deputies, Evidence Unit, Crime Scene Unit, and employees with commercial driver licenses (CDLs) shall be tested with a directed unannounced random drug test two times per calendar year. The random drug testing of these employees will not count towards the one employee per month number.
 5. Once the employee has been notified of the selection for random drug and/or alcohol testing, they should report to the testing site immediately (within two hours). If a valid reason exists why the employee cannot report immediately (i.e. annual leave, sick leave, training, regular day off [RDO] etc.) the Human Resources is to be notified and the reason documented. Failure to report to the testing site within a two hour time period starting from notification shall be considered a refusal and will result in disciplinary action up to and including termination unless the two-hour time period has been extended by the Human Resources. If the random selection occurs on an employee's RDO or during leave, the command-level supervisor will make notification on the employee's next regular work shift.
 6. Follow-up Testing: Follow-up testing will be conducted on a quarterly, semi-annual, or annual basis by HCSO for up to two years after completion of drug or alcohol rehabilitation or a previous positive drug/alcohol test that did not result in the employee's termination.

7. Pre-Employment Testing

- a. Applicant drug testing will only be required after a conditional offer of employment has been extended. Before an applicant is tested, he/she will be apprised of the Sheriff's Office policy regarding a drug-free workplace.
 - b. Refusal to take the test or a positive confirmed test result will be cause for excluding an applicant from consideration. The applicant may reapply after one year.
 - c. If the applicant admits to prior involvement with drugs, the Sheriff's Office will ascertain the type and extent of drug use before making an employment decision.
- F. Unless related to a post-accident or reasonable suspicion test, employees will be permitted to use their HCSO assigned vehicle, or have a supervisor transport them to the test site. The mode of transportation will be at the discretion of the employee's command-level supervisor. Time spent responding to and returning from the test site and conducting the test shall be considered as time worked. An agent of the Professional Standard Unit shall escort employees being tested as a result of post-accident or reasonable suspicion testing.
- G. The consequences for an employee who has a verified positive drug or a confirmed alcohol test result with an alcohol concentration of 0.04 or greater, or who refuses to submit to a test, shall result in the immediate removal from any safety-sensitive function and to be evaluated by a substance abuse professional as designated by the HCSO pending disciplinary action up to and including termination.
- H. An applicant or employee is required by law to notify the laboratory of an administrative or civil action instituted pursuant to Florida Statute Section 440.101.
- I. Employees seeking alcohol or drug rehabilitation may request assistance from the Employee Assistance Program (EAP).
- J. HCSO will not discharge, discipline, or discriminate against an employee solely based upon the fact that the employee has voluntarily sought treatment while employed by the Sheriff's Office for a drug/alcohol related problem if the employee has not previously tested positive for drug use, entered an employee assistance program for drug-related problems, or entered an alcohol and drug rehabilitation program.
- K. No drug testing of employees may be performed without specific authorization of the Sheriff or designee.
- L. In situations involving on-duty injury, employees refusing to submit to drug testing will forfeit eligibility for medical and indemnity benefits pursuant to Florida Statute Section 440.101, the section of Florida's workers' compensation law that applies to drug-free workplace programs.
- M. HCSO, through the Training Unit in coordination with the Human Resources, will provide a drug-free awareness program to inform employees about the dangers of drug abuse in the workplace; any available drug counseling, rehabilitation, and employee assistance programs; and the penalties that may be imposed upon employees for drug and/or alcohol abuse violations.
- N. Human Resources shall include notice of drug and/or alcohol testing on vacancy announcements for positions that require such testing, i.e., pre-employment, return to duty, post-accident and/or random and reasonable suspicion testing.
- O. The Professional Standard Unit is responsible for the investigation of alleged violations of this Policy/Procedure by employees.

- P. If any employee is unable to report to the testing location on the date directed by the employee's command-level supervisor, the employee shall submit a written request specifying the reason to the employee's Division Commander or designee and receive written approval to be excused on the date of the test. If denied, the employee shall report to the designated testing location prior to the close of business on the designated date. The memorandum and the approval or denial shall be forwarded to Human Resources.
 - Q. Human Resources or designee shall maintain a list of all employees in safety-sensitive positions who are subjected to testing. Human Resources shall review the list on a quarterly basis to verify that the list is current.
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V. GLOSSARY

ALCOHOL – Ethanol alcohol or any beverage containing more than $\frac{1}{2}$ of 1% of alcohol by volume which is capable of use for beverage purposes either when alone or when diluted or medicines containing alcohol are classified as “alcohol”.

CDL – Commercial Driver’s License.

CONFIRMATION TEST – A second analytical procedure used to identify the presence of a specific drug or metabolite in a specimen. The confirmation test will be different in scientific principle from that of the initial test procedure. This confirmation method will be capable of providing requisite specificity, sensitivity, and quantitative accuracy.

CONTROLLED SUBSTANCE – Any drug whose availability is restricted by Florida Statute, Chapter 893, or other applicable law.

DRUG TEST – Any chemical, biological, or physical instrumental analysis administered for the purpose of determining the presence or absence of a drug or its metabolites.

FOLLOW-UP TESTING – If an employee in the course of employment enters an employee assistance program for drug-related problems, or the employee had a previous positive test result and was not terminated, the Sheriff’s Office will require him/her to submit to drug testing as a follow-up to such program.

ILLEGALLY USED CONTROLLED SUBSTANCES OR DRUGS – Any illegal drug or any substance identified in Schedules I and II of 21 U.S.C. 812 and Section 202 of the Controlled Substances Act, and as further defined by 21 CFR 1308.01. This includes, but is not limited to, marijuana, amphetamines, opiates, phencyclidine (PCP), anabolic steroids, cocaine and other substances that may alter the test results. Illegal use includes the use of any illegal drug, misuse of any legally prescribed drugs, and use of illegally obtained prescription drugs.

INITIAL DRUG TEST – A sensitive, rapid, and reliable procedure to identify negative and presumptive positive specimens. All initial tests will use an immunoassay procedure or an equivalent, or will use a more accurate scientifically accepted method approved by the Department of Health and Rehabilitative Services until such time as more accurate technology becomes available in a cost-effective form.

LEGAL DRUGS – The appropriate use of legally prescribed drugs and non-prescription medications is not prohibited. However, the use of any substance which carries a warning label that indicates that mental functioning, motor skills, or judgment may be adversely affected shall be reported to Human

Resources in writing via chain of command and medical advice shall be sought, as appropriate, before performing work-related duties.

OMNIBUS ACT – Omnibus Transportation Employee Testing Act of 1991 requires alcohol and drug testing of employees in safety-sensitive positions.

REASONABLE SUSPICION – A belief that an employee is using or has used drugs in violation of Agency policy that is based upon specific objective and articulable facts and reasonable inferences drawn from those facts in light of experience.

SAFETY SENSITIVE EMPLOYEE – Full-time employees who (1) are employed in safety sensitive positions required to operate, dispatch, control, or maintain revenue service vehicles; (2) provide security and carry a firearm; (3) hold a Commercial Drivers' License (CDL) and operate a motor vehicle in excess of 26,000 pounds GVWR or designated to carry 16 or more passengers or any size vehicle used to transport a placardable amount of hazardous material; (4) and safety sensitive positions in which drug impairment constitutes an immediate and direct threat to public health or safety, such as a position that requires the employee to carry a firearm, perform life-threatening procedures, or work with controlled substances, hazardous materials or substances or positions in which a momentary lapse in attention could result in injury or death to the employee or another person.

SPECIMEN – Tissue, hair, or product of the human body capable of revealing the presence of drugs or their metabolites.

SPLIT SAMPLE – Urine specimens are collected in two bottles. If the first bottle tests positive for drugs, the donor may request that the second specimen be tested.

Your electronic signature in Power DMS acknowledges you have read this policy and understand it.